THE PRINCE EDWARD ISLAND LABOUR MARKET

A DECADE IN REVIEW

1981 - 1991

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1.0 Introduction

During the past decade, Prince Edward Island's labour force has grown at a faster pace than the Canadian labour force. There are a number of factors that have had an impact on both the National and Provincial labour market. For example, the recession of the early 1980's, as well as the 1990/91 recession have impacted on employment levels. Within PEI, the rapid growth of labour force participation relative to Canada has also had an impact on labour market trends.

During the next decade, both the Canadian and PEI economy will face a number of challenges and opportunities. How well we meet these challenges and opportunities will depend both on the quality of our labour market and our ability to adjust to future labour market requirements.

The following paper will describe some of the labour market trends in PEI during the past decade and will highlight some of the challenges and opportunities that will impact on our labour market during the next decade. The report begins with a discussion of demographic trends. Trends in the PEI labour market during the past decade (1981-1991) are also presented and some comparisons are made with Canada and the other Atlantic Provinces. Some of the challenges/opportunities facing the economy during the next decade will be discussed in order to identify some future labour market requirements. The summary and conclusions highlight the major findings of the report.

The report commences with a discussion of demographic trends during 1981-1991.

2.0 Demographic Trends

2.1 Population and Working Age Population

Over the last decade (1981-1991), the total population and working age population of Canada increased at a faster rate than Prince Edward Island's. Table 1 illustrates the population and working age population for Canada and PEI from 1981-1991.

TABLE 1

TOTAL POPULATION AND WORKING AGE POPULATION
FOR CANADA AND PRINCE EDWARD ISLAND
1981-1991 (000's)

	CANADA			PRINCE EDWARD ISLAND		
	Total Population	Population 15 yrs & over		Total Population	Population 15 yrs & over	
Year		#	% of total		#	% of total
1981	24,341.7	18,368	75.5	122.5	90	73.5
1982	24,583.1	18,608	75.7	122.4	90	73.5
1983	24,787.2	18,805	75.9	123.7	91	73.6
1984	24,978.2	18,996	76.1	125.1	93	74.3
1985	25,165.4	19,190	76.3	126.0	94	74.6
1986	25,353.0	19,397	76.5	126.6	94	74.2
1987	25,617.3	19,642	76.7	127.3	95	74.6
1988	25,909.2	19,890	76.8	128.5	96	74.7
1989	26,240.3	20,141	76.8	129.9	97	74.7
1990	26,602.6	20,430	76.8	130.3	98	75.2
1991	26,991.6	20,746	76.9	130.3	98	75.2

Source: Statistics Canada 71-201, 91-210

Between 1981 and 1991, the Canadian population increased by 10.9 percent compared to 6.4 percent for PEI. During this same time period, the working age population (population who are 15 years of age or older) also increased for both Canada (12.9%) and PEI (8.9%).

In 1991, Prince Edward Island accounted for 0.5 percent of the Canadian population and working age population. The population can be broken down into age groups.

2.2 Population by Age Groups

Table 2 provides the population for Canada and Prince Edward Island by selected age groups for 1981, 1986 and 1991.

TABLE 2
POPULATION BY AGE GROUPS
CANADA AND PRINCE EDWARD ISLAND
1981 - 1991

Age Group	CANADA						PRINCE EDWARD ISLAND					
	1981		1986		1991		1981		1986		1991	
	#	%	#	%	#	%	#	%	#	%	#	%
0-14	5,481,105	22.5	5,391,970	21.3	5,653,200	20.9	30,415	24.8	29,365	23.2	29,800	22.9
15-24	4,658,695	19.1	4,178,200	16.5	3,831,200	14.2	23,465	19.2	22,190	17.5	19,400	14.9
25-34	4,216,190	17.3	4,527,150	17.9	4,770,300	17.9	19,075	15.6	20,290	16.0	21,500	16.5
35-44	2,968,155	12.2	3,640,895	14.4	4,300,200	15.9	13,215	10.8	16,740	13.2	19,500	15.0
45-54	2,498,835	10.3	2,545,215	10.1	2,926,800	10.8	10,930	8.9	11,595	9.2	12,900	9.9
55-64	2,159,235	8.9	2,328,320	9.2	2,369,700	8.8	10,515	8.6	10,375	8.2	10,400	8.0
65-74	1,477,745	6.1	1,650,085	6.5	1,869,600	6.9	8,630	7.0	9,200	7.3	9,200	7.1
75+	883,230	3.6	1,047,495	4.1	1,270,600	4.7	6,265	5.1	6,880	5.4	7,500	5.8
Total	24,343,180		25,309,330		26,991,600		122,505		126,650		130,200	

Source: Statistics Canada, 92-901, 93-101, 91-210

The 1981-1991 trends are as follows:

- In the 0-14 age group, Canada and PEI recorded a decline in the percentage of their population in this age group.

- For the population 15-24 years of age, the percentage of Canada and PEI's population declined by 4.9 and 4.3 percentage points respectively.

- Both Canada (4.8 percentage points) and PEI (6.1 percentage points) recorded increases in the percentage of their population 25-44 years old.

- The percentage of PEI and Canada's population aged 55 years and over increased by 0.2 and 1.8 percentage points respectively.

During the decade, PEI recorded a larger increase in the percentage of its population 25-54 compared to Canada. This increase is a result of the aging of the baby boom generation. Between 1981 and 1991, PEI recorded a slower rate of growth in the percentage of its population 55 years and over (0.2 percentage point increase) compared to Canada (1.8 percentage points increase); nevertheless, PEI continued to record a higher percentage in this age group (1991-20.9%) in comparison to Canada (1991-20.4%).

The decline in PEI's population aged 0-14 (2.0%) and 15-24 years (17.3%) will certainly have an affect on the labour supply, as there will be fewer people available to enter the labour force.

With the increase in PEI's population over the past 10 years (1981-91, 6.3%) and, particularly, the large increase in the population between 25-54 years of age (24.7%), one would expect an increase in labour force participation.

3.0 Labour Market Trends

3.1 Participation Rates

According to Statistics Canada, participation rate represents the labour force expressed as a percentage of the population 15 years of age and over. The participation rate for a particular group (age, sex, marital status, etc.) is the labour force in that group expressed as a percentage of the population for that group. Table 3 shows the participation rates for Canada and the Atlantic Provinces for 1981 to 1991.

TABLE 3
PARTICIPATION RATES - CANADA AND THE ATLANTIC PROVINCES
1981-1991

	Canada	Nfld.	PEI	N.S.	N.B.
1981	64.8	52.6	58.7	57.3	56.2
1982	64.1	52.2	57.8	57.1	54.9
1983	64.4	52.2	60.3	57.5	55.4
1984	64.8	53.0	60.5	59.4	55.2
1985	65.3	53.2	61.5	58.8	56.7
1986	65.7	53.3	62.1	59.4	57.4
1987	66.2	53.2	62.9	59.9	58.2
1988	66.7	54.6	64.0	60.8	58.8
1989	67.0	55.7	65.0	61.2	59.5
1990	67.0	56.0	66.0	62.1	59.8
1991	66.3	55.3	65.1	61.3	58.6
Percentage Point Change 1981-91	1.5	2.7	6.4	4.0	2.4

Source: Statistics Canada, 71-201

During the last decade, PEI recorded a lower participation rate than Canada. For example, in 1991, PEI's participation rate was 65.1 percent compared to 66.3% for Canada. Nevertheless,

during this same time period, PEI recorded a higher participation rate than the other Atlantic Provinces (for 1991, Nfld - 55.3%, N.S. - 61.3%, N.B. - 58.6%).

PEI recorded the largest increase in participation rate in Canada over the ten year period from 1981 - 1991 (6.4 percentage points). Newfoundland, Nova Scotia and New Brunswick recorded an increase of 2.7, 4.0 and 2.4 percentage points respectively, while Canada recorded an increase of only 1.5 percentage points.

Given the large increase in PEI's participation rate over the last decade, in comparison to Canada, analysis of participation rates by sex will be useful to determine if this trend is consistent for both sexes. Table 4 provides data on Canada and Prince Edward Island's participation rates by sex from 1981 to 1991.

TABLE 4
PARTICIPATION RATES BY SEX - CANADA AND PEI
1981-1991

	CANADA			P.E.I.		
	TOTAL	Male	Female	TOTAL	Male	Female
1981	64.8	78.4	51.7	58.7	71.2	46.9
1982	64.1	77.0	51.7	57.8	70.3	45.9
1983	64.4	76.7	52.6	60.3	71.5	49.5
1984	64.8	76.6	53.6	60.5	70.8	50.7
1985	65.3	76.6	54.6	61.5	71.8	51.7
1986	65.7	76.6	55.3	62.1	71.6	52.9
1987	66.2	76.6	56.4	62.9	72.3	53.9
1988	66.7	76.6	57.4	64.0	73.0	55.5
1989	67.0	76.7	57.9	65.0	73.1	57.3
1990	67.0	75.9	58.4	66.0	73.4	59.0
1991	66.3	74.8	58.2	65.1	72.1	58.4
Percentage Point Change 1981-91	1.5	-3.6	6.5	6.4	0.9	11.5

Source: Statistics Canada, 71-201

As mentioned earlier, PEI recorded lower participation rates than Canada during the past decade. When considering this data by sex, PEI also recorded lower male participation rates (72.1% in 1991) than Canada (74.8% in 1991). Meanwhile, the female participation rate for PEI was lower than the Canadian rate from 1981 to 1989 but exceeded the Canadian rate during 1990 and 1991 (in 1991, 58.4% in PEI and 58.2% in Canada).

PEI experienced a higher increase in participation rates (6.4 percentage points) than did Canada (1.5 percentage points) from 1981 to 1991. Similarly, for females, the PEI rate increased by 11.5 percentage points while the Canada rate increased by 6.5 percentage points. Meanwhile, the PEI male participation rate increased by 0.9 of a percentage point in PEI but decreased by 3.6 percentage points in Canada. PEI's male and female participation rates were consistently higher than the other Atlantic

Provinces. The gap between the male and female participation rates for both PEI and Canada has narrowed considerably during the past decade.

The participation rate, when applied to the working age population, yields the labour force. With the large increase in PEI participation rate during the last decade, one would expect an increase in the labour force.

3.2 Labour Force

Table 5 provides statistics on the size of the labour force in Canada and Prince Edward Island between 1981 and 1991.

TABLE 5
LABOUR FORCE - CANADA AND PRINCE EDWARD ISLAND
1981-1991 (000's)

	CANADA					PRINCE EDWARD ISLAND				
YEAR	Total	Male	%	Female	%	Total	Male	%	Female	%
1981	11,899	7051	59.3	4849	40.7	53	31	58.5	21	39.6
1982	11,926	7009	58.8	4916	41.2	52	31	59.6	21	40.4
1983	12,109	7052	58.2	5057	41.8	55	32	58.2	23	41.8
1984	12,316	7100	57.6	5216	42.4	56	32	57.1	24	42.9
1985	12,532	7167	57.2	5365	42.8	58	33	56.9	25	43.1
1986	12,746	7244	56.8	5502	43.2	59	33	55.9	26	44.1
1987	13,011	7332	56.4	5679	43.6	60	34	56.7	26	43.3
1988	13,275	7422	56.0	5853	44.0	62	34	54.8	27	43.5
1989	13,503	7525	55.7	5978	44.3	63	35	55.6	29	46.0
1990	13,681	7561	55.3	6119	44.7	65	35	53.8	30	46.2
1991	13,757	7569	55.0	6188	45.0	64	34	53.1	29	45.3
Percentage Change 1981-91	15.6	7.3		27.6		20.8	9.7		38.1	

Source: Statistics Canada, 71-201

Over the last decade, PEI's labour force (20.8%) grew at a faster pace than the Canadian labour force (15.6%). As a matter of fact, Prince Edward Island recorded a larger increase in labour force growth between 1981 and 1991, than the other Atlan-

tic Provinces. (Newfoundland, Nova Scotia and New Brunswick recorded increases of 15.9 percent, 17,5 percent and 14.3 percent, respectively.)

Between 1981 and 1991, the number of females in the Canadian and PEI labour forces increased at a faster rate than the number of males. In PEI in 1981, females accounted for 39.6 percent of the labour force and males accounted for 58.5 percent. In 1991, the labour force was 45.3 percent female and 53.1 percent male.

With the large increase in the number of females entering the labour force, it is important to consider labour force data by industry to determine where this increase has occurred.

3.3 Labour Force By Industry

The industrial structure of the economy can be divided into two main sectors, namely the goods producing sector and the service producing sector. The good producing sector is comprised of four major industries - agriculture, other primary, manufacturing and construction. The service producing sector is comprised of transportation, communication and other utilities; trade; finance, insurance and real estate; community business and personal service industries and public administration.

This section will examine labour force trends for these two major sectors between 1981 and 1991 for PEI and Canada, and will also examine some labour force trends within particular industries in these sectors. Table 6 illustrates the labour force by industry for PEI and Canada from 1981 to 1991.

Between 1981 and 1991, the labour force in the good producing industries on PEI increased by 11 percent (Canada experienced a 2.3% decline), while the service producing industries ex-

perienced a 27 percent growth (Canada experienced a 25% rise) in labour force. A closer analysis of individual industry data will help to explain the shifts in the labour force.

TABLE 6
LABOUR FORCE BY INDUSTRY
PEI and CANADA 1981 - 1991

PRINCE EDWARD ISLAND

Industry	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	% Change 1981-1991
Agriculture	7	6	6	6	6	6	6	6	6	6	6	-14.3
Other Primary	...	...	...	...	...	...	...	4	4	4	4	
Manufacturing	5	4	4	4	5	5	5	6	6	6	6	20.0
Construction	4	4	4	4	4	4	4	4	5	4	4	0.0
Total Goods Producing	18	17	18	18	18	19	19	20	20	20	20	11.1
Transportation, Communication and Other Utilities	4	4	4	4	4	4	4	4	5	5	6	50.0
Trade	9	9	9	9	10	10	10	10	10	10	10	11.1
Finance, Ins. and Real Estate	...	...	...	...	...	...	...	...	...	...	...	
Service	15	15	18	18	18	18	19	19	19	22	20	33.3
Public Adm.	5	5	6	6	7	6	6	6	6	6	6	20.0
Total Service Industries	34	35	37	38	40	40	40	41	43	44	43	26.5
Unclassified	...	...	...	...	...	...	...	...	...	...	...	
Total- All Industries	53	52	55	56	58	59	60	62	63	65	64	20.8

TABLE 6 (continued)

CANADA

Industry	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	% Change 1981-1991
Agriculture	511	496	517	515	512	500	494	473	454	451	476	-6.8
Other Primary	358	321	334	337	339	335	329	334	326	323	325	-9.2
Manufacturing	2305	2225	2159	2195	2180	2180	2202	2271	2294	2198	2122	-7.9
Construction	746	748	738	730	724	749	790	834	876	923	891	19.4
Total Goods Producing	4052	3919	3875	3907	3882	3889	3939	4046	4088	4035	3957	-2.3
Transportation, Communication and other Utilities	960	953	943	924	943	956	956	960	1011	1010	995	3.6
Trade	2014	2037	2053	2124	2178	2253	2271	2328	2346	2428	2395	18.9
Finance, Ins. and Real Estate	618	635	639	672	670	689	731	755	764	786	801	29.6
Service	3501	3603	3782	3844	4012	4127	4269	4370	4454	4619	4783	36.6
Public Adm.	811	822	843	867	869	861	875	870	907	878	888	9.5
Total Service Industries	7772	7922	8133	8301	8544	8761	8977	9150	9344	9580	9719	25.1
Unclassified	75	84	102	107	106	95	95	79	72	66	81	8.0
Total- All Industries	11899	11926	12109	12316	12532	12746	13011	13275	13503	13681	13757	15.6

... - Data not available

Source: Statistics Canada, 71-201

Agriculture

The total number of people in the agricultural industry on PEI decreased by 1,000 between 1981 and 1982 but remained constant between 1982 and 1991 at 6,000. In Canada, the agricultural labour force showed a continual decline between 1981 and 1991. This decline is not unusual given the shift towards more larger capital intensive farms and the movement away from the small family farm.

Manufacturing

The manufacturing industry on PEI consists primarily of the processing of agricultural and fishery products. For example, in 1989, food processing accounted for approximately 53 percent of total value added in manufacturing. The labour force in the manufacturing industry on PEI experienced a decline of 1,000 between 1981 and 1982, but increased by 2,000 between 1984 and 1991. The decline experienced between 1981 and 1982 can be attributed to the recession of the early 1980's. Similarly, the Canadian labour force in manufacturing declined between 1981 and 1985 but increased between 1986 and 1989 and showed a decline between 1989 and 1991. The 1989 level did not reach the level recorded in 1981.

Construction

The labour force in the construction industry on PEI remained relatively constant between 1981 and 1991, while the Canadian labour force experienced a decrease in the construction industry between 1981 and 1985, and 1990 and 1991. Overall, the labour force for the construction industry in Canada increased by 19 percent between 1981 and 1991.

Service

Within the service producing industries, the community, business and personal services industries account for the largest increase of both the Provincial (5,000) and Canadian (1,282,000) labour force between 1981 and 1991. The labour force for all other service producing industries experienced increases in both PEI and Canada between 1981 and 1991.

Between 1981 and 1991, the Prince Edward Island labour force increased by 11,000 from 53,000 to 64,000. Of this 11,000 increase, 5,000 or 45 percent, was a result of an increase in the labour force for community, business and personal service industries. Similarly, in Canada, the community, business and personal services industries accounted for 70 percent of the growth in the labour force during the last decade.

In addition to considering trends in the labour force by industry, it is important to examine trends in labour force by occupation.

3.4 Labour Force By Occupation

In 1991, managerial and professional occupations accounted for a larger percentage share of the PEI and Canadian labour force compared to 1981. Data on labour force by major occupational group for PEI and Canada from 1981 to 1991 are presented in Table 7.

TABLE 7
LABOUR FORCE BY OCCUPATION - PEI and CANADA 1981 - 1991

PRINCE EDWARD ISLAND

Occupation	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	% Change 1981-1991
Managerial and Professional	10	10	12	13	14	14	14	14	15	15	15	50.0
Clerical	7	7	8	8	8	8	8	9	8	8	8	14.3
Sales	5	5	5	4	5	5	5	4	5	5	5	0.0
Service	8	8	9	8	8	9	9	10	10	11	10	25.0
Primary Occup.	9	9	9	9	9	10	10	10	9	9	9	0.0
Processing	5	5	5	5	5	6	5	6	6	7	6	20.0
Construction	4	4	4	4	4	4	4	4	5	5	5	25.0
Transport Equip. Operator	...	...	...	...	...	...	...	...	...	...	...	
Material Handling	...	...	...	...	...	...	...	...	...	...	...	
Unclassified	53	52	55	56	58	59	60	62	63	65	64	20.8
TOTAL												

CANADA

Managerial and Professional	2691	2749	2834	3141	3333	3455	3596	3739	3791	3946	4112	52.8
Clerical	2075	2068	2057	2074	2095	2091	2146	2223	2243	2261	2230	7.5
Sales	1194	1214	1240	1138	1144	1201	1209	1247	1246	1298	1297	8.6
Service	1638	1683	1775	1724	1777	1772	1774	1779	1834	1838	1864	13.8
Primary Occup.	738	707	752	743	730	698	692	680	654	659	677	-8.3
Processing	1820	1769	1697	1742	1704	1719	1716	1748	1825	1765	1677	-7.9
Construction	757	732	734	729	730	756	793	809	850	872	835	10.3
Transport Equip. Operator	448	457	449	451	466	478	499	496	508	511	511	14.1
Material Handling	463	463	468	467	447	481	491	476	481	465	472	1.9
Unclassified	75	84	102	107	106	95	95	79	72	66	81	8.0
TOTAL	11899	11926	12109	12316	12532	12746	13011	13275	13503	13681	13757	15.6

... Data under 4,000 not published
Source: Statistics Canada, 71-001, 71-220, 71-529

Between 1981 and 1991, Prince Edward Island and Canada's labour force increased by 20.8 and 15.6 percent respectively. During this same time period, the labour force in managerial/professional occupations for PEI and Canada increased by 50.0 and 52.8 percent respectively. In Prince Edward Island, service and transport equipment operators occupations both increased by 25 percent between 1981 and 1991.

Total labour force on Prince Edward Island increased from 53,000 in 1981 to 64,000 in 1991, an increase of 11,000. Managerial and professional occupations accounted for 45.5 percent of the increase in the labour force, increasing by 5,000 between 1981 and 1991. In Canada, managerial and professional occupations accounted for more than three-quarters (76.5%) of the increase in the Canadian labour force between 1981 and 1991. Because of the rapid growth of the managerial and professional occupations, these occupations account for a larger share of the Provincial and Canadian labour force in 1991 compared to 1981 (percentage share of labour force for managerial and professional occupations - 1981 - Canada 22.6%, PEI 18.9%; 1991 - Canada 29.9%, PEI 23.4%).

In 1991, service (15.6%) and primary (14.0%) occupations also accounted for a large percentage share of the PEI labour force. In Canada, clerical (16.2%), service (13.5%) and processing (12.2%) occupations accounted for a large share of the labour force in 1991.

With the large increase in labour force participation during the past decade, it is important to consider data on the educational levels of the labour market. The level of education is an important factor in labour market analysis as one's ability to obtain and retain employment is dependent on educational levels. As well, educational levels will also be very important in labour market development in the next decade.

3.5 Labour Force by Educational Level

The Canadian labour force had higher levels of education during 1981 to 1991 than the Prince Edward Island labour force. The percentage of the Canadian labour force with post-secondary certificate/diploma or a university degree were higher than that of PEI; whereas, the percentages of the PEI labour force with Grades 0-8 or some high school education were higher than Canada.

Table 8 provides labour force by level of education for Canada and Prince Edward Island from 1981 to 1991.

TABLE 8
LABOUR FORCE BY LEVEL OF EDUCATION
CANADA AND PRINCE EDWARD ISLAND
1981-1991 (000's)

CANADA

	Grades 0-8		High School		Some Post-Secondary		Post-Secondary Certificate/Diploma		University Degree		TOTAL
	#	%	#	%	#	%	#	%	#	%	
1981	1815	15.3	6308	53.0	1038	8.7	1417	11.9	1321	11.1	11,899
1982	1688	14.2	6268	52.6	1095	9.2	1489	12.5	1386	11.6	11,926
1983	1650	13.6	6205	51.2	1167	9.6	1581	13.1	1506	12.4	12,109
1984	1567	12.7	6290	51.1	1224	9.9	1659	13.5	1576	12.8	12,316
1985	1492	11.9	6369	50.8	1272	10.2	1745	13.9	1654	13.2	12,532
1986	1423	11.2	6432	50.5	1372	10.8	1836	14.4	1728	13.6	12,746
1987	1345	10.3	6550	50.3	1327	10.2	1948	15.0	1842	14.2	13,011
1988	1326	10.0	6503	49.0	1390	10.5	2067	15.6	1989	15.0	13,275
1989	1260	9.3	6611	49.0	1419	10.5	2198	16.3	2014	15.0	13,503
1990	1078	7.9	5866	42.9	1324	9.7	3526	25.8	1886	13.8	13,681
1991	1006	7.3	5839	42.4	1349	9.8	3594	26.1	1968	14.3	13,757
Percentage Change 1981-91											
	-44.6		-7.4		30.0		153.6		49.0		

PRINCE EDWARD ISLAND

	Grades 0-8		High School		Some Post-Secondary		Post-Secondary Certificate/Diploma		University Degree		TOTAL
	#	%	#	%	#	%	#	%	#	%	
1981	11	20.8	28	52.8	4	7.5	5	9.4	5	9.4	53
1982	10	19.2	27	51.9	5	9.6	5	9.6	5	9.6	52
1983	9	16.4	29	52.7	5	9.1	5	9.1	6	10.9	55
1984	9	16.1	29	51.8	6	10.7	6	10.7	6	10.7	56
1985	8	13.8	31	53.4	6	10.3	7	12.1	6	10.3	58
1986	8	13.6	32	54.2	6	10.2	6	10.2	6	10.2	59
1987	8	13.3	33	55.0	6	10.2	6	10.2	6	10.2	60
1988	8	12.9	34	54.8	6	9.7	8	12.9	6	9.7	62
1989	9	14.3	33	52.4	6	9.5	9	14.3	7	11.1	63
1990	7	10.8	31	47.7	5	7.7	16	24.6	6	9.2	65
1991	7	10.9	29	45.3	5	7.8	15	23.4	7	10.9	64
Percentage Change 1981-91											
	-36.4		3.6		25.0		20.0		40.0		

Source: Statistics Canada, 71-529, 71-001, 71-220

The percentage of the Canadian labour force with less than a grade 9 education and some high school education decreased by 8.0 and 10.6 percentage points respectively between 1981 and 1991. Similarly, the percentage of the PEI labour force with less than a grade 9 education and some high school education decreased by 9.9 and 7.5 percentage points respectively.

During the past decade, both Canada and Prince Edward Island recorded increases in the number of people in the labour force with some post-secondary education or a university degree. It is interesting to note the percentage of both the PEI and Canadian labour force with a post secondary certificate or diploma more than doubled between 1981 and 1991. In 1981, 9.4 percent of the Prince Edward Island labour force had a post secondary certificate or diploma. By 1991, 23.4 percent of the Provincial labour force had a post secondary certificate or diploma, an increase of 14 percentage points.

When considering actual levels, it is important to note although PEI and Canada experienced fluctuations in the number of people in the labour force with some high school education over the past decade, there was a larger number of people in the PEI labour force in 1991 with some high school education compared to 1981. As well, there was a significant increase in the number of people in both the PEI and Canadian labour force who had a post secondary certificate or diploma. Between 1981 and 1991, those having a post secondary certificate or diploma increased by 153.6 percent in Canada and 200 percent for PEI.

In 1981, PEI recorded the same number of people in the labour force (5,000) with a post secondary certificate or diploma and a university degree. From 1981 to 1991, there was a significantly higher increase in the percentage acquiring a post

secondary certificate or diploma (200%) than the percentage acquiring a university degree (40%). During this same time period, Canada experienced a similar trend.

Given the large increases experienced in PEI participation rate (6.4 percentage points) and the labour force (20.8%) between 1981 and 1991, coupled with the increase in the percentage of the labour force with some post secondary or university degree, it is important to consider trends in employment to examine the impact on employment levels.

3.6 Employment Levels

Employment on Prince Edward Island increased from 47,000 in 1981 to 53,000 in 1991, an increase of 6,000 or 12.8 percent. During this same time period, employment levels in Canada increased by 12.3 percent. Table 9 provides employment data for Canada and PEI by sex for 1981 to 1991.

TABLE 9

EMPLOYMENT LEVELS FOR PEI AND CANADA

1981 - 1991 ('000)

	CANADA						PRINCE EDWARD ISLAND					
Year	Total	% Change-Year Over Year	Male	% of Total	Female	% of Total	Total	% Change-Year Over Year	Male	% of Total	Female	% of Total
1981	11001		6556	59.6	4445	40.4	47		28	59.6	19	40.4
1982	10618	-3.5	6236	58.7	4382	41.3	45	-4.3	27	60.0	18	40.0
1983	10675	0.5	6203	58.1	4472	41.9	48	6.7	28	58.3	20	41.7
1984	10932	2.4	6308	57.7	4624	42.2	49	2.1	28	57.1	21	42.9
1985	11221	2.6	6428	57.3	4794	42.7	50	2.0	28	56.0	21	42.0
1986	11531	2.8	6567	57.0	4964	43.0	51	2.0	29	56.9	22	43.1
1987	11861	2.9	6709	56.6	5152	43.4	52	2.0	29	55.8	23	44.2
1988	12245	3.2	6876	56.2	5368	43.8	54	3.8	30	55.6	23	42.6
1989	12486	2.0	6977	55.9	5508	44.1	54	0.0	30	55.6	24	44.4
1990	12572	0.7	6948	55.3	5624	44.7	55	1.9	30	54.5	25	45.5
1991	12340	-1.8	6751	54.7	5589	45.3	53	-3.6	28	52.8	25	47.2

Source: Statistics Canada, 71-201

Between 1981 and 1982, employment decreased for both PEI (4.3%) and Canada (3.5%) resulting from the recession. Employment levels also declined between 1990 and 1991 for both PEI (3.6%) and Canada (1.8%), which is also a result of the impact of the 1990/91 recession. Although PEI experienced a large increase (3,000) in employment levels between 1982 and 1983, Prince Edward Island's employment levels did not increase at as fast a rate as Canadian employment levels during the mid to latter 1980's. This may be explained by the structure of the PEI economy in comparison to the Canadian economy. Because of the relatively small manufacturing base on PEI in relation to Central Canada, employment growth did not increase on PEI at the rate experienced in Central Canada between 1986 and 1989.

Considering employment levels by sex, Canada and PEI have a higher percentage of males employed compared to females. Nevertheless, the percentage of males employed has been decreasing. For example, in PEI in 1981, the males accounted for 59.6 percent of the total number employed. This decreased to 52.8 percent by 1991. This decrease can be explained by the large increase in the female participation rate between 1981 and 1991 which was discussed in Section 4.1 earlier.

There was a slightly higher percentage of males employed in Canada in comparison to PEI during 1981 and 1991. For example, in 1991 males accounted for 52.8 percent of the total employment levels on PEI compared to 54.7 percent for Canada.

Between 1990 and 1991, males accounted for 85 percent of the decline in employment in Canada and 100 percent of the decline in employment on PEI. Given the declines experienced in both Canada and PEI in the percentage of employed males, it is interesting to consider the number employed as a percentage of the working age population.

3.7 Employment/Population Ratio

The employment population ratio is defined as the percentage of the working age population (population 15+) who are employed. Thus, the employment/population ratio for males represents the number of males employed expressed as a percentage of the number of males 15 years of age and over.

Table 10 illustrates the employment/population ratio for Canada and PEI by sex from 1981 to 1991.

TABLE 10
EMPLOYMENT/POPULATION RATIO BY SEX
CANADA, PEI 1981-1991

	CANADA			PRINCE EDWARD ISLAND		
Year	Total	Male	Female	Total	Male	Female
1981	59.9	72.9	47.4	52.2	63.9	41.0
1982	57.1	68.5	46.1	50.4	61.3	39.9
1983	56.8	67.5	46.5	52.9	63.1	43.2
1984	57.5	68.0	47.6	52.8	62.0	43.9
1985	58.5	68.7	48.8	53.3	62.4	44.7
1986	59.4	69.5	49.9	53.7	62.3	45.5
1987	60.4	70.1	51.2	54.6	63.1	46.4
1988	61.6	70.9	52.6	55.7	64.6	47.2
1989	62.0	71.1	53.3	55.9	63.1	49.0
1990	61.5	69.8	53.7	56.2	62.7	50.1
1991	59.5	66.7	52.6	54.2	59.6	49.0

Source: Statistics Canada, 71-201

The employment/population ratio in Canada was higher than the ratio in PEI between 1981 and 1991; nevertheless, the gap has narrowed. In 1981, Prince Edward Island recorded an employment/population ratio of 52.5 percent compared to 59.9 percent for Canada (a difference of 7.7 percentage points). In 1991, the employment/population ratio for PEI was 54.2 percent, 5.3 percentage points below the 59.5 percent recorded for Canada. Although Canada continued to have a higher employment/population ratio than PEI between 1981 and 1991, Canada's

employment/population ratio declined by 0.4 of a percentage point during this time period, while PEI's ratio increased by 2 percentage points. This may be explained by the large impact the 1990-91 recession has had on employment in Central Canada. Table 12 clearly illustrates the decline in the Canadian employment/population ratio between 1989 and 1990, as well as 1990 and 1991. In PEI, the employment/population ratio increased between 1989 and 1990 but declined between 1990 and 1991. Both Canada and Prince Edward Island experienced a 2 percentage point decline in the employment/population ratio between 1990 and 1991.

Despite the decline in PEI's employment/population ratio between 1990 and 1991, Prince Edward Island recorded a higher percentage of its working age population employed during the 1981 to 1991 period in comparison to the other three Atlantic Provinces (1991, PEI - 54.2%, Nova Scotia - 53.9%, New Brunswick - 51.1%, Newfoundland - 45.1%).

The gap between PEI and Canada's employment/population ratio is narrowing, the gap between seasonal employment levels is widening.

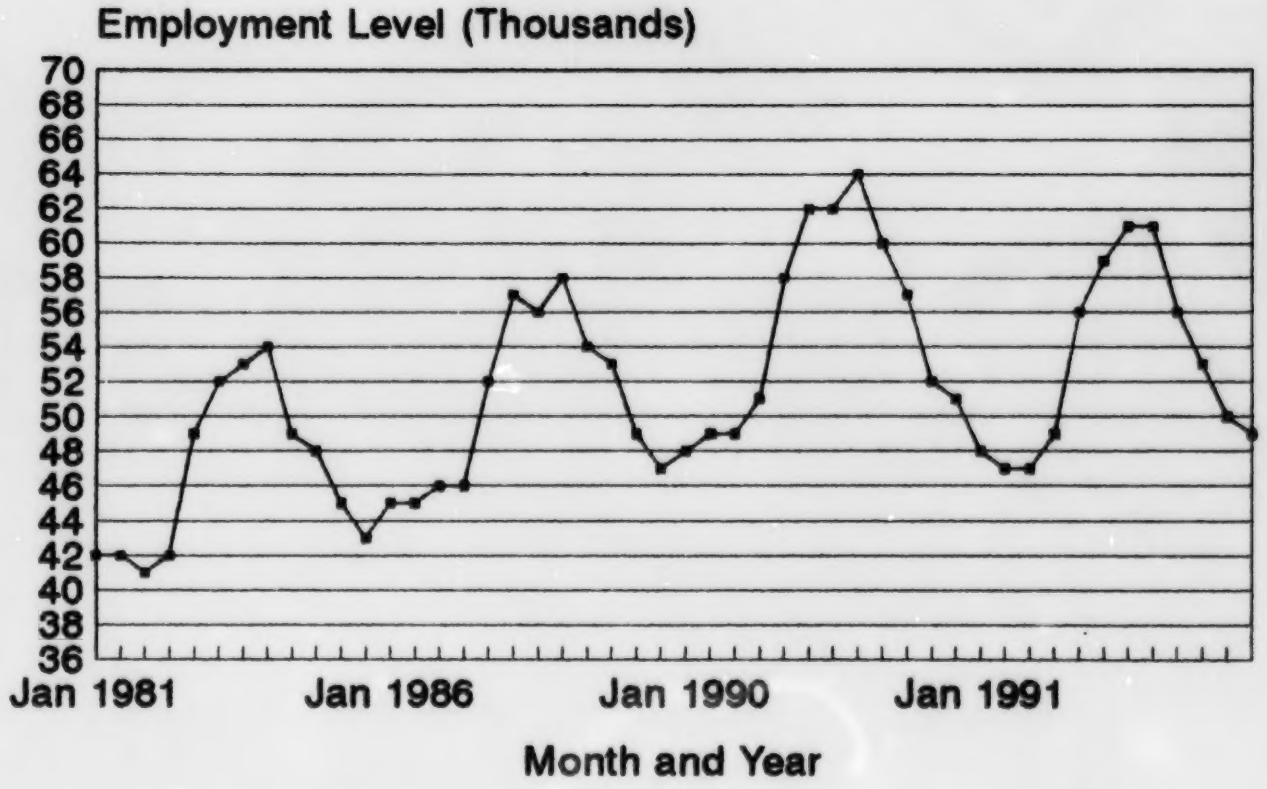
3.8 Employment Levels by Month

The seasonal nature of the Island economy can be illustrated by considering employment levels by month. Figure 1 illustrates the trend in employment for PEI by month for selected years between 1981 and 1991.

FIGURE 1

TREND IN EMPLOYMENT FOR PEI BY MONTH

For Selected Years (1981, 1986, 1990, 1991)



Source: Statistics Canada
Catalogue 71-001

During 1991, employment on PEI ranged from a low of 47,000 in February and March to a high of 61,000 in July and August, a difference of 14,000. This difference can be explained by the reliance on the three major industries of agriculture, fishing and tourism and the seasonal activities within these industries.

From Figure 1, one can also see the gap between the high and low employment levels has widened during the past ten years. For example, during 1981, employment peaked at 54,000 in August, compared to a low of 41,000 in March, a difference of 13,000. By 1990, the difference between high and low employment levels was 16,000 (high of 64,000 in August, compared to 48,000 in January). This widening of the gap in employment levels during the past decade may be explained by the fact that the community, business and personal service industries accounted for almost two-thirds of the growth in the Provincial labour force between 1981 and 1991 (see Table 6). A closer look at the community, business and personal services industry showed that the accommodation and food service industries accounted for one-third of the growth within the community, business and personal service industries between 1981 and 1991. With the seasonal nature of the Island economy, a large percentage of the jobs within the accommodation and food service industries would be seasonal.

The gap between the high and low employment levels narrowed between 1990 (16,000) and 1991 (14,000). This may be attributed to the 1990-91 recession and other economic factors such as the introduction of the Goods and Services Tax (GST). For example, in 1991, tourist visitation to PEI declined by 4.5% compared to 1990. One of the reasons for this decline was a result of the GST. As well, with the 1990-91 recession, businesses were less likely to take on entire summer projects that they may have done in the absence of a recession.

Given the large increase in employment levels during the summer months, one would expect an increase in unemployment during the off peak season.

3.9 Unemployment Rate

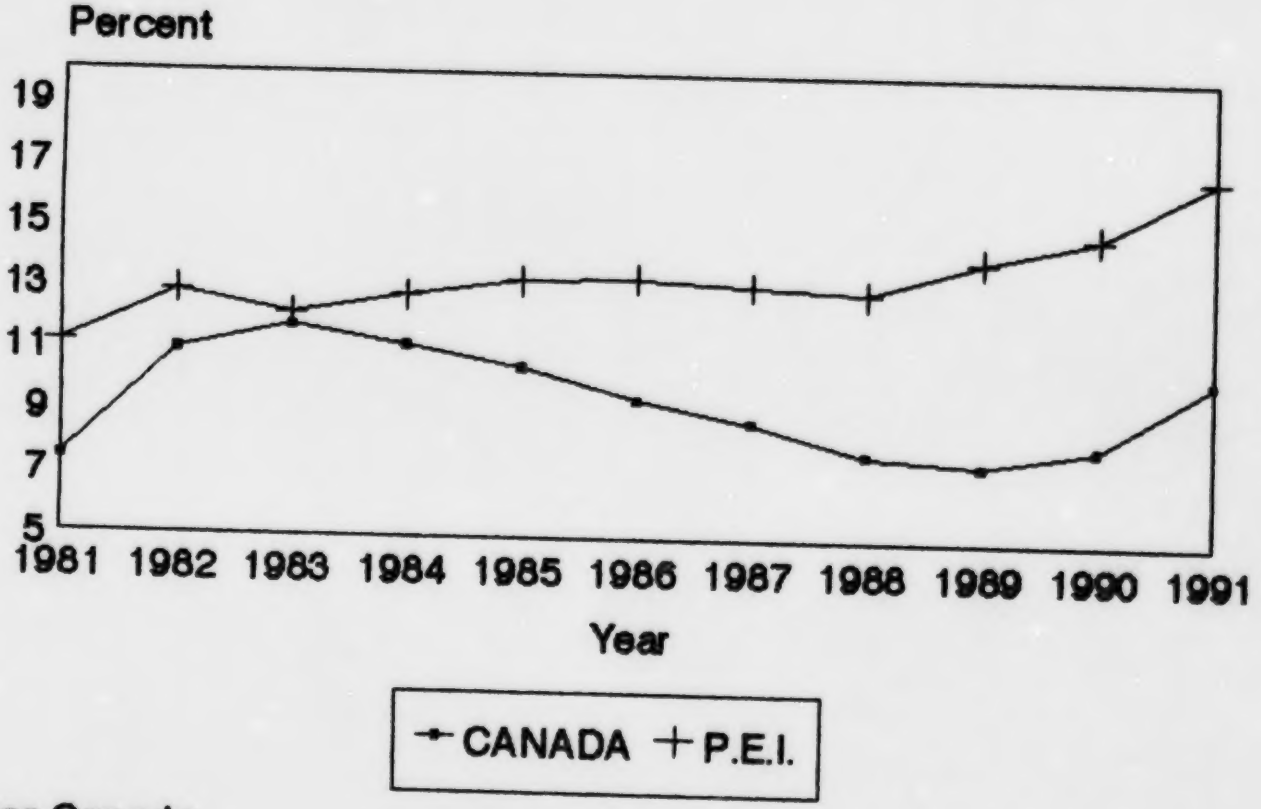
The unemployment rate is defined as the number of people unemployed expressed as a percentage of the total labour force.

Between 1981 and 1991, PEI has consistently recorded a higher unemployment than Canada. Figure 2 illustrates the average annual unemployment for PEI and Canada during the past ten years (1981-1991).

FIGURE 2

TREND OF UNEMPLOYMENT RATE

CANADA AND P.E.I. - 1981-1991



Statistics Canada
Catalogue 71-201

Between 1981 and 1982, Prince Edward Island's unemployment rate increased from 11.2 percent to 12.9 percent due mainly to the impacts of the recession. In Canada overall, the unemployment rate increased from 7.5 percent in 1981 to 11.8 percent in 1983. Between 1983 and 1986, the Canadian unemployment rate declined, while PEI's unemployment rate increased. Between 1986 and 1989, the Canadian unemployment rate continued to decline while the unemployment rate for PEI decreased between 1986 and 1988, but increased between 1988 and 1989. Between 1989 and 1991, both Canada and Prince Edward Island experienced increases in the unemployment rate of 2.8 and 2.7 percentage points respectively. Between 1990 and 1991, Canada recorded a larger increase in its unemployment rate (2.2 percentage points) than PEI (1.9 percentage points). This may be explained by the impact of the 1990/91 recession on the manufacturing industries in Central Canada, as Ontario's unemployment rate increased by 3.3 percentage points between 1990 and 1991.

A number of factors have contributed to the increase in the unemployment rate on PEI. Participation rates have increased steadily. As well, the PEI labour force and employment levels grew at a faster rate than in Canada during 1981-1991. Although employment levels on PEI increased during the past decade (6,000), they have not been able to keep pace with growth in the labour force (11,000), resulting in an increase in residual unemployment.

The recession of the early 1980's and the 1990-91 recession has resulted in a decline in employment levels for both PEI and Canada, which has also attributed to the higher unemployment rates.

In addition to the unemployment rate, another important indicator to consider when examining unemployment is the duration of unemployment.

3.10 Duration of Unemployment

In their Labour Force Survey, Statistics Canada collects data on the duration of unemployment. Table 11 provides the average duration of unemployment for Canada and the Atlantic Provinces from 1981 to 1991.

TABLE 11
AVERAGE DURATION OF UNEMPLOYMENT
CANADA AND THE ATLANTIC PROVINCES - 1981 - 1991
(Weeks)

Year	Canada	PEI	Nfld.	N.S.	N.B.
1981	15.1	15.6	18.5	16.8	17.7
1982	17.3	17.2	19.8	18.6	19.8
1983	21.8	16.2	23.8	20.9	22.1
1984	21.6	15.3	22.5	20.2	21.3
1985	21.7	16.8	22.3	19.8	21.5
1986	20.3	16.0	21.2	19.5	20.9
1987	20.5	15.7	19.3	18.9	19.2
1988	18.3	15.1	18.7	17.3	17.7
1989	17.9	14.1	17.5	16.4	17.7
1990	16.9	14.2	21.1	16.3	16.6
1991	19.4	14.3	21.7	17.7	18.4

Source: Statistics Canada, 71-001, 71-220, 71-529

Between 1982 and 1991, Prince Edward Island recorded a shorter duration of unemployment in comparison to Canada. For example, in 1991, Prince Edward Island recorded an average duration of unemployment of 14.3 weeks compared to 19.4 weeks for Canada. During the last decade, Prince Edward Island recorded a lower duration of unemployment than the other Atlantic Provinces. As a matter of fact, in 1991, Prince Edward Island recorded the lower duration of unemployment (14.3 weeks) among all Provinces in Canada.

The average duration of unemployment increased for both Canada and the Atlantic Provinces during the recession of the early 1980's and the 1990-91 recession. Nevertheless, it is interesting to note that Prince Edward Island recorded a shorter duration of unemployment in 1991 (14.3 weeks) compared to 1981 (15.6 weeks) while Canada and the other Atlantic Provinces recorded longer durations of unemployment in 1991 compared to 1981.

Thus, a look at the unemployment rate indicates there are more people unemployed on PEI in comparison to Canada (see Figure 2); nevertheless, the average length of time people are unemployed on PEI is less than the average length of time for Canada overall. As mentioned earlier, in 1991, Prince Edward Island recorded the lowest average duration of unemployment among all Provinces in Canada.

Given the changes in both the Canadian and Prince Edward Island labour markets over the past decade, it is important to consider some of the factors that will impact on these labour markets over the next decade.

4. The Decade Ahead

During the past decade, Prince Edward Island experienced high growth in labour force participation. As well, Prince Edward Island's labour force and employment levels increased at a faster pace than in Canada. Between 1981 and 1991, Prince Edward Island and Canada overall, experienced rapid growth in the service producing industries, particularly the community, business and personal service industries. During this ten year period, there has been a large increase in the number of people in managerial and professional occupations (increased by 50% between 1981 and 1991 for PEI).

There have been a number of factors that impacted on the labour market trends on PEI during the ten year period 1981-1991. Some of these have been identified and discussed in this paper. Some are:

- the increased participation of females into the labour force,
- the aging of the population,
- the decline in the percentage of youth in the labour market,
- the recession of the early 1980's and the 1990-91 recession.

As well, other economic factors have had an impact on the labour market and will continue to affect labour market trends during the next decade.

It is important to consider some of these factors in an effort to determine what impact(s) they will have on the labour market and what our future labour market requirements are. Some issues for discussion are the movement towards a globalized

economy, introduction of new technologies, the aging population and decline in the youth labour market, and the skill levels of our current labour force.

4.1 Globalization of the Economy

The Canada-U.S. Free Trade Agreement and the movement toward a more globalized economy could provide opportunities for PEI businesses. As well, closer to home, the elimination of trade barriers between the Provinces, such as the signing of a Maritime Procurement Agreement provides more opportunities but also more competition for Island firms. To remain competitive both internationally and nationally, PEI firms will have to increase productivity, produce high quality products and will require a highly skilled labour force. To increase productivity and eliminate distance barriers, businesses will have to introduce state of the art technology.

4.2 Introduction of New Technology

Information technology has become more important to the success of businesses over the past decade. During the next decade, individuals will be increasingly faced with using information technology both at work and at home. The Software Human Resource Steering Committee in its report, Software and National Competitiveness: Human Resource Issues and Opportunities, clearly sums up the impact of technology in the following statement, "Whether getting cash from a bank machine, programming a VCR, or using a computer in relation to our jobs, we cannot escape the impact of technology on our daily existence".

The introduction of new technology will change the required skills of workers. In its report, "Adjusting to Change: An Overview of Labour Market Issues in Ontario", the Ontario Minis-

try of Skills Development indicated, "The introduction of new technology into the workplace, however, changes the existing mix of jobs and requires workers to develop new skills." Over the next decade, old workers will be required to provide these new skill requirements.

4.3 Aging Population and Work Force

During the next decade, both Canada and Prince Edward Island will experience a decline in the percentage of young people. According to Statistics Canada population projections, the population less than 15 years old will account for 20.8 percent of total population in 2000,compared to 22.9 percent in 1991. The population between 15 and 24 years of age will account for 13.5 percent of the total population by 2000, compared to 14.9 percent in 1991. As well, the population between 25 and 34 will account for 13.7 percent of the total population in 2000, compared to 16.5 percent in 1991. By 2000, there will be a larger percentage of the population between 45 and 64 (21.8%) and over 65 (13.9%) than there was in 1991 (17.8% and 12.8%, respectively). Thus, the population is aging resulting in a much older work force.

With a decline in youth population, there will be fewer youth entering the labour market; thus, there will be increased demands for adult workers. Some of these adult workers will not have the necessary skills to carry out the required functions. With the introduction of new technology and computerized information systems, workers will be required to operate computerized machines and be knowledgeable about equipment procedures. As a result, the adult labour force will require further education and training in order to have the ability to acquire the necessary skills to adjust to new job requirements.

4.4 Education/Training Requirements

Although the level of education of the PEI labour force has increased over the past decade, Prince Edward Island recorded a higher percentage of its labour force with less than a grade 8 education (1991-10.9%) and some secondary education (1991 - 45.3%) in comparison to Canada. In addition to retraining the workforce to meet new skill requirements, there will be increased emphasis on the need for basic skills.

In its report, Adjusting to Change: An Overview of Labour Market Issues in Ontario, it states,

> "The increasing pace of technological innovations has important implications for the basic skills possessed by existing members of the labour force and by new entrants. The successful introduction of new technologies into the workplace frequently requires that workers possess a good command of basic skills ... reading, writing, mathematics, and communication and interpersonal skills."

Thus, training to upgrade the basic literacy skills as well as retraining to meet new skill requirements will be essential for a successful labour force development.

4.5 Rising Skill Requirements

In the consultation paper, "Learning Well...Living Well", the following Table 12 was presented to illustrate the rise in skill requirement between 1986 and 2000.

TABLE 12
Changing Occupational Skill Requirements

Skills Level/ Years of Training	1986 Labour Force	1989-2000 New Jobs
More than 16 Years	23.0%	40.0%
13 to 16 Years	21.6%	17.4%
12 Years	8.7%	5.5%
Less than 12 Years	46.7%	37.1%

Source: Employment and Immigration Canada 1990

This table clearly illustrates of all the new jobs created between 1989 and 2000, 40 percent will require more than 16 years of education/training. In 1986, approximately 23 percent of the labour force had more than 16 years of education/training. From this table, one can clearly see in 1986 a higher percentage of the labour force (46.7%) had less than 12 years of education/training, but a higher percentage of the new jobs created between 1989 and 2000 will require more than 16 years of education/training. As a result of the introduction of new technology and, thus, the rise in new skill requirements, there will be a change in the occupational mix of the Canadian labour force.

4.6 The Occupational Mix

Managerial and professional occupations accounted for 46 percent of the increase in PEI's labour force and 77 percent of the increase in the Canadian labour force between 1981 and 1991. Employment and Immigration Canada expect this occupation will continue to rise over the next decade. In the report, Success in the Works: A Profile of Canada's Emerging Workforce, Employment and Immigration Canada indicate, "The demand for highly skilled workers, especially in managerial and administrative occupations will rise dramatically".

In summary, with the globalization of the economy, the introduction of new technology and the aging of our labour force, there will be more emphasis on human resource training to upgrade basic skills and meet the new skill requirements. The Economic Council of Canada in its report, Two Steps Forward: Human Resource Management in a High-Tech World emphasized the importance of human resources in the following statement.

> "Indeed, many contend that there is a powerful synergy between a well-prepared workforce and the best possible technology. Furthermore, the pursuit of this 'innovation synergy' will prove to be even more impor-

tant in the coming years because of demographic developments. With a more slowly growing labour force and a declining proportion of young people - on whom we traditionally rely for fresh ideas based on up-to-date training - we must, more than ever, seek innovative ways to realize the potential of our human capital."

5. Summary and Conclusions

Clearly, there have been a number of factors that impacted on the Prince Edward Island and Canadian labour force over the past decade (1981-1991). Nevertheless, during the next decade, Canada and PEI will face a number of challenges and opportunities which will also impact on the structure of our labour market. This report identifies past trends in the PEI labour market between 1981 and 1991 and identifies some of the factors that will impact on the labour market over the next decade.

Although the total population and working age population in Canada increased at a faster rate than PEI over the past decade, labour force and employment growth on PEI exceeded growth in Canada overall.

The decline in PEI's population aged 0-14 (2.0%) and 15-24 Years (17.3%) between 1981 and 1991 will certainly have an impact on future labour supply as there will be fewer young people entering the labour market.

During the past decade, PEI consistently recorded a higher participation rate than the other Atlantic Provinces. PEI's participation rate increased by 6.4 percent between 1981 and 1991. This increase is mainly attributed to the increase in female participation rate (11.6 percentage points). The male participation rate increased by 0.9 of a percentage point during this time period.

Between 1981 and 1991, the community business and personal services industries accounted for the largest increase in both the Canada and PEI labour force. As a matter of fact, the community business and personal services industries accounted for 45 percent of the growth in the PEI labour force and 70 percent of the growth in the Canadian labour force during the last decade.

In 1991, managerial and professional occupations accounted for a larger percentage share of the PEI and Canadian labour force compared to 1981. Between 1981 and 1991, the Prince Edward Island labour force increased by 11,000 from 53,000 to 64,000. Managerial and professional occupations accounted for 46 percent of the increase in PEI's labour force and more than three-quarters (76.9%) of the Canadian labour force.

Although PEI and Canada recorded a decrease in the percentage of the labour force with less than a grade 8 education and some post secondary education; PEI continued to record a higher percentage of its labour force with less than grade 8 and some post secondary education. The educational level of the PEI labour force will have an impact on current job prospects in the labour market, as well as an impact on the amount of training/retraining to meet new skill requirements.

Although Canada recorded a higher employment/population ratio between 1981 and 1991, the gap between PEI and Canadian employment population ratio has declined. In 1981, Canada's employment population ratio was 7.7 percentage points higher than PEI. By 1991, PEI's employment population ratio was 5.3 percentage points higher than the Canadian rate. Although the gap between Canada and Prince Edward Island's employment/population ratio is narrowing, the gap between seasonal employment levels is widening.

During 1981, the difference between high and low employment levels was 13,000; this increased to 16,000 by 1991. This widening in the gap may be explained by the fact that the community business and personal services industries accounted for almost two-thirds of the growth in PEI's labour force. As well, a closer look at the community business and personal service industries shows that accommodation and food service industries accounted for one-third of the growth within the community business and personal service industries. Given the seasonal nature of the Island economy, a large percentage of the jobs within the accommodation and food service industries would be seasonal. Given the large increase in employment levels during the summer months, one would expect an increase in unemployment during non-peak periods.

Between 1981 and 1991, PEI recorded a higher unemployment rate than Canada. A number of factors have contributed to the increase in the unemployment rate on PEI between 1981 and 1991; for example, the large increase in labour force participation in PEI (6.4 percentage points) between 1981 and 1991, in particular the large increase in female participation rates. The PEI labour force and employment levels grew at a faster pace than in Canada during this time period. Although employment levels on PEI increased during the past decade (6,000), they have not been able to keep pace with growth in the labour force (11,000), resulting in residual unemployment.

In addition to the unemployment rate, it is important to consider the duration of unemployment. Between 1982 and 1991, Prince Edward Island recorded a lower duration of unemployment in comparison to Canada. As a matter of fact, in 1991, Prince Edward Island recorded the lowest duration of unemployment (14.3 weeks) among all Provinces in Canada.

The Prince Edward Island labour market experienced a number of changes over the past decade. As well, the PEI labour market will experience a number of changes over the next decade. The globalization of the economy, the introduction of new technology, the aging population and declining youth labour force will all impact on the structure of the PEI labour market. There will need to be more emphasis on training and retraining in order to upgrade basic skills and meet the rising skill requirements. Employment and Immigration Canada estimated 40 percent of all new jobs created between 1989 and 2000 will require more than 16 years of education/training. In 1986, 23 percent of the Canadian labour force had more than 16 years of education/training. Employment and Immigration Canada also indicated, "The demand for highly skilled workers, especially in managerial and administrative occupations will rise dramatically". The Economic Council of Canada emphasized the importance of human resources in the following statement: "There is a powerful synergy between a well-prepared work force and the best possible technology." We must strive to achieve the best mix.

In conclusion, the 1981-1991 period has seen many changes in the PEI labour market. As well, over the next decade the PEI and Canadian economy will face a number of challenges and opportunities which will clearly impact on future labour market requirements.